



# A REPORT ON HIRING ACTIVITY IN INDIA

BY: LOCATION, CITY, INDUSTRY AND EXPERIENCE

APRIL 2019

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# INDEX FOR APRIL 2019

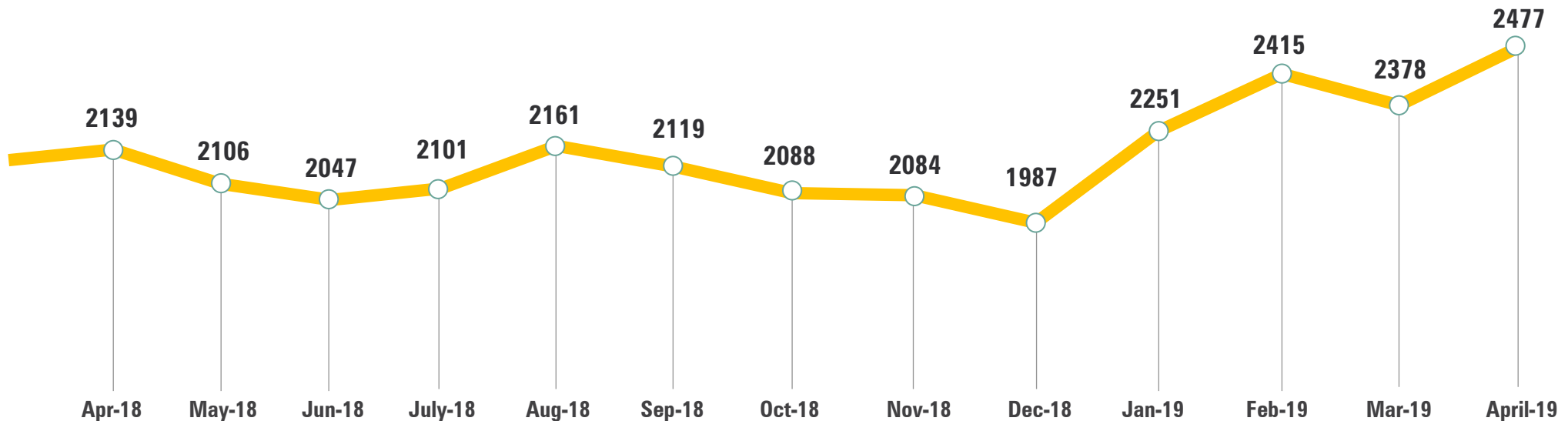
The Naukri JobSpeak Index for April 2019 at (2,477), marked a 16% rise in hiring activity as compared to April 2018 (2,139).

Recruitment in the IT- industry showed continuous growth in the last six months. Continuing with the trend, IT - Software in April 2019 recorded a notable rise of 39% growth. Hiring in functional areas like Site Engineering and Sales & BD observed a growth of 26% and 9% respectively. Bengaluru, Kolkata and Hyderabad clocked in positive growth in recruitment activity with 23%, 22% and 19% respectively.

Commenting on the report, **Ms. Sumeet Singh, CMO, Infoedge India Ltd.** said,

*“The JobSpeak index for the financial year 2018-19 remained consistent clocking in an average of 12% growth in hiring. This financial year has started with a 16% growth in hiring in April with more companies tapping into the talent pool across sectors such as IT, Construction & Engineering and FMCG. Keeping in mind this trend, the coming months look positive.”*

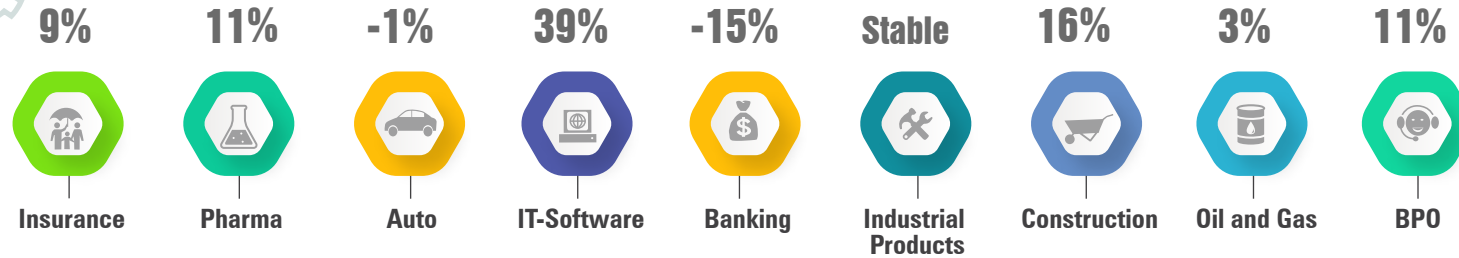
## Overall Hiring Trends



2008 was scaled to 1000. Index for subsequent months is relative to Jul 08.

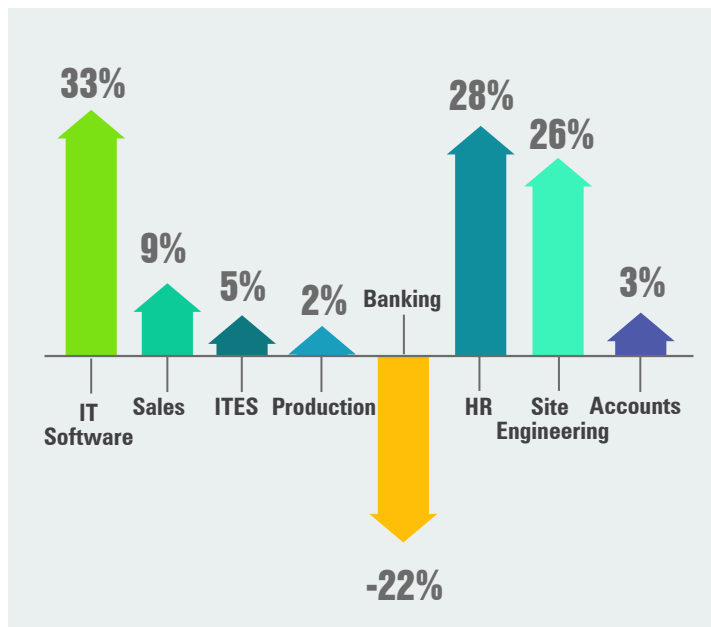
# KEY HIGHLIGHTS

## Hiring across Industry



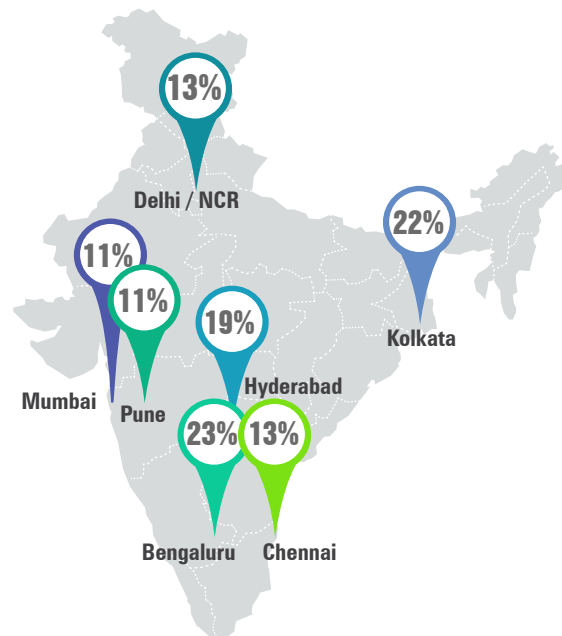
figures are percentage change in Apr-19 over average of Apr-18

## Hiring across Functional Areas



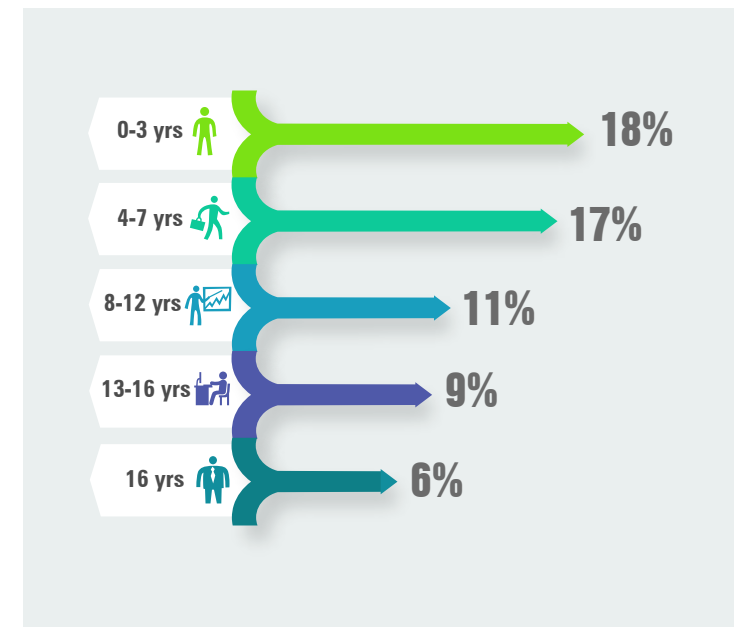
figures are percentage change in Apr-19 over average of Apr-18

## Hiring across Cities



figures are percentage change in Apr-19 over average of Apr-18

## Hiring across Experience Levels



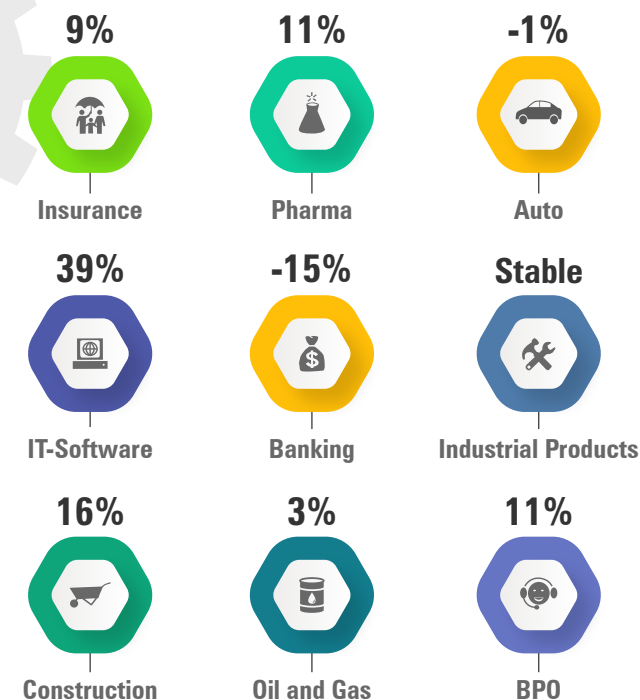
figures are percentage change in Apr-19 over average of Apr-18

# SECTORAL ANALYSIS

## Hiring trends across top industry

### Industry-wise Analysis:

- Besides IT software other industries which saw an upward movement in growth in recruitment activity were - Construction/Engineering (16%), BPO/ITES (11%), Insurance (9%), FMCG (11%), Healthcare (14%), Real Estate (17%), Oil & Gas (3%) and IT – Hardware (43%)
- On the other hand, industries such as Banking & Financial Services and Auto & Ancillary witnessed a dip of 15% and 1% in hiring respectively



figures are percentage change in Apr-19 over average of Apr-18

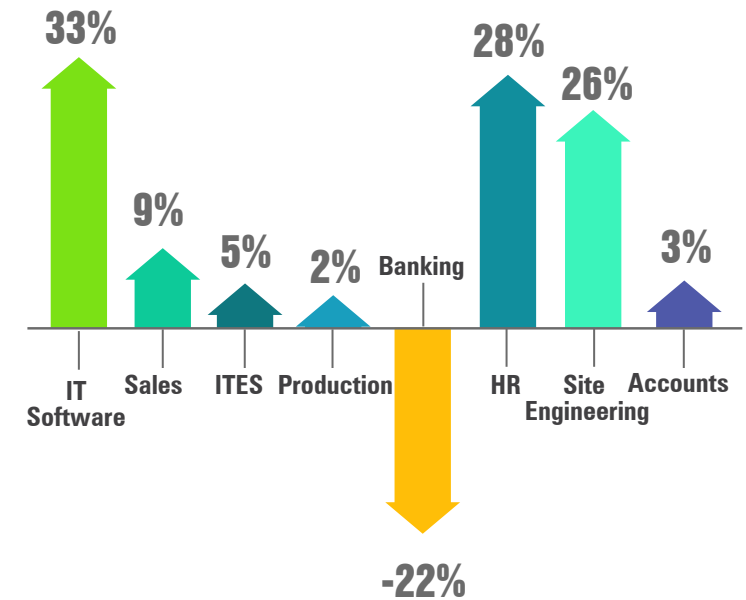
Industry*	Apr-18	May-18	Jun-18	July-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19
IT-Software/Software Services	2542	2399	2414	2591	2659	2639	2824	2855	2646	3068	3367	3401	3530
BPO/ITES/CRM/Transcription	2066	2017	2190	1862	2218	1995	2048	1939	1672	1936	2073	2172	2294
Construction/Engineering/Cement/Metals	880	881	833	816	912	846	830	944	859	798	965	948	1023
Auto/Auto Ancillary	1509	1641	1537	1595	1526	1663	1395	1415	1486	1709	1587	1464	1500
Banking/Financial Services/Broking	3475	2847	2956	3325	3105	2821	2613	2390	2353	2954	2767	2703	2968
Oil and Gas/Power/Infrastructure/Energy	853	786	766	819	844	726	775	695	724	787	812	759	880
Telcom/ISP	767	911	845	563	672	523	488	538	542	524	557	603	616
Insurance	997	931	1000	1311	1342	1183	970	1110	1006	1299	1692	1055	1091
Industrial Products/Heavy Machinery	1123	1172	1082	1130	1162	1078	1044	913	1004	978	1106	1038	1126
Pharma/Biotech/Clinical Research	2006	2321	1955	1930	1852	1812	1702	1674	1620	1950	2040	1953	2233

# FUNCTIONAL AREA ANALYSIS

## Functional Area Analysis:

- Demand for software professionals observed a rise of 33%, ITES (5%), HR & Administration (28%), Marketing (12%), IT- Hardware (20%) and Production (2%) in April 2019 vs April 2018
- However, Banking/Insurance and Education observed a dip of 22% and 12% respectively

## Hiring trends across functional areas



figures are percentage change in Apr-19 over average of Apr-18

Functional Area*	Apr-18	May-18	Jun-18	July-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19
IT-Software	2502	2400	2388	2523	2557	2554	2699	2713	2511	2948	3153	3239	3335
Sales / BD	2488	2535	2428	2504	2556	2483	2227	2275	2238	2569	2775	2560	2720
ITES / BPO / KPO / Customer Service	2723	2691	2766	2488	2851	2618	2704	2486	2177	2611	2799	2876	2865
Production / Maintenance / Quality	1455	1463	1372	1475	1506	1509	1348	1291	1397	1379	1410	1392	1483
Accounts / Finance / Tax / CS / Audit	1710	1553	1504	1468	1583	1441	1453	1439	1310	1453	1552	1522	1764
HR / Administration / IR	1978	2033	1950	1981	2057	2084	2030	2061	2006	2329	2411	2239	2527
Site Engineering / Project Management	630	635	660	646	673	666	731	719	682	648	740	675	793
Marketing / Advertising / MR / PR	1584	1678	1604	1600	1596	1717	1536	1468	1480	1702	1880	1875	1769
Banking / Insurance	1662	1479	1394	1694	1627	1454	1310	1217	1267	1485	1493	1444	1294
Engineering Design / R&D	947	967	987	977	996	943	899	930	926	1001	1089	983	1125

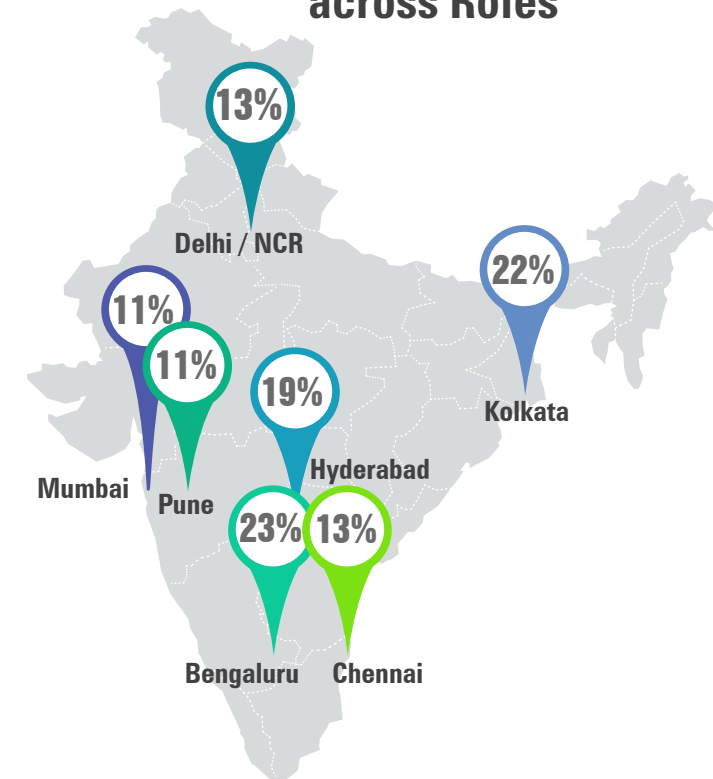
# CITY BASED HIRING SCENARIO

## City Wise Analysis

Demand for talent grew across metropolitan cities. Some of the emerging trends observed in the cities are elaborated below -

- Delhi/NCR:** Hiring activity in the capital city increased by 13%. Recruitment across functional areas like IT - Software, IT - Hardware and Pharma grew by 33%, 18% and 25% respectively whereas Banking saw a dip of 14%. The experience band of 4-7 years witnessed an increase in demand for talent with a rise of 20% in hiring
- Chennai:** Overall hiring activity in Chennai grew by 13%. The industry that dominated the hiring space for the city was IT - Software with 37% year on year growth. Auto Industry saw a dip of 12%. The functional area of ITES clocked in a growth of 26%. Experience band of 4-7 years saw a rise of 16% in hiring
- Mumbai:** Recruitment activity in Mumbai increased by 11% in April 2019 as compared to April 2018. The industry that registered an increase in hiring was IT- software (44%) while BFSI saw a dip of 19%. Recruitment in functional areas such as IT-Software and IT-Hardware grew by 40% and 27% respectively. Demand for entry level professionals with experience of 0-3 years saw a rise of 10% in hiring

## Distribution of Jobs across Roles



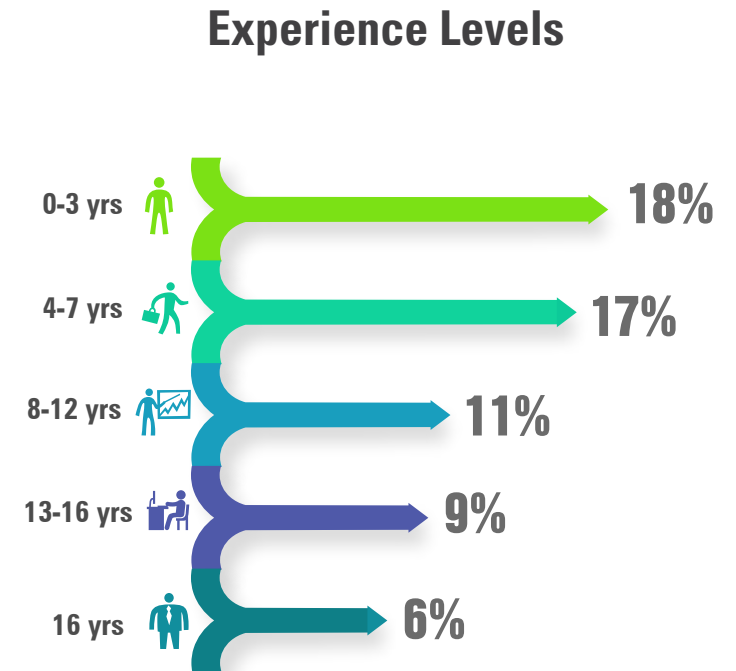
figures are percentage change in Apr-19 over average of Apr-18

City*	Apr-18	May-18	Jun-18	July-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-18
Delhi / NCR	2,337	2,316	2,272	2265	2272	2264	2215	2135	2076	2298	2427	2440	2651
Mumbai	1,841	1,826	1,707	1719	1850	1742	1808	1723	1656	1850	2286	1879	2037
Bengaluru / Bangalore	2,271	2,125	2,166	2223	2261	2190	2357	2358	2122	2538	2679	2662	2788
Chennai	1,736	1,738	1,710	1812	1818	1822	1809	1811	1602	1824	2183	1978	1957
Hyderabad / Secunderabad	2,261	2,360	2,305	2252	2315	2249	2236	2420	2019	2497	2656	2693	2684
Pune	2,591	2,487	2,297	2487	2583	2519	2671	2489	2379	2701	3121	2934	2874
Kolkata	2,220	2,499	2,398	2348	2275	2307	2311	2387	2322	2521	3071	2682	2718

# WORK EXPERIENCE SCENARIO

## Experience Wise Analysis

- Demand for entry-level jobseekers with experience of 0-3 years grew by 18%, while mid-level executives with an experience ranging from 4-7 years grew by 17%
- Recruitment activity for mid-management roles with 8-12 years of experience grew by 11%, while senior management roles with 13-16 years of experience recorded a 9% rise in hiring
- Additionally, hiring for leadership roles with experience of 16+ years grew by 6%



figures are percentage change in Apr-19 over average of Apr-18



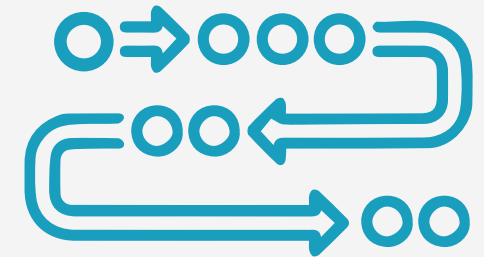
# METHODOLOGY

**Naukri.com**, India's No. 1 job site and the flagship brand of Info Edge introduced the concept of e-recruitment in India. Since its inception in 1997, Naukri.com has seen continuous growth while outperforming its competitors in every sphere. Info Edge was the first internet Company to be listed in India. The site enjoys a traffic share of over 70% as per similar web. Naukri.com is a recruitment platform that provides hiring-related services to corporates/recruiters, placement agencies and to job seekers in India and overseas. It offers multiple products like Resume Database Access, listings and Response Management Tools. With more than 4,75,000 jobs live at any point and over 60 million CVs, Naukri.com serviced over 76,000 corporate clients in 2017-2018. The company operates 56 offices in 42 cities in India and overseas offices in Dubai, Riyadh, Abu Dhabi and Bahrain.

The Naukri JobSpeak is a monthly Index which calculates and records hiring activity based on the job listings on Naukri.com website month on month. The objective of Naukri JobSpeak is to measure the hiring activities in various industries, cities, functional areas and experience levels. The data is compiled from the website wherein jobs posted by clients on Naukri.com are considered. Thus, the job speak index includes jobs that might be for replacement hiring. July 2008 is taken to be the base with an index value of 1,000 and the subsequent monthly index is compared with the data for July 2008. The jobs analyzed for the monthly Index are qualified on the basis of white collar, urban, belonging to organized corporate sector jobs with the main focus on service industries. The report shows hiring trends across industry sectors, geography, experience level, and functional areas. More than 76,000 clients use Naukri.com, leading to the high reliability of data. The report does not cover gig employment, hyperlocal hiring or campus placement. Over a long period of time, the Naukri JobSpeak was impacted by the increase in the Naukri traffic share, internet penetration, Naukri pricing strategy and job listing drives.

## Disclaimer

*The data is only representative of the listings on Naukri.com. Our analytics team has used statistical techniques to derive insights which might be useful for our users/stake holders/ audiences. There may be a statistical margin of error*



# ANNEXURE SECTORAL DATA

Industry*	Apr-18	May-18	Jun-18	July-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19
IT-Software/Software Services	2542	2399	2414	2591	2659	2639	2824	2855	2646	3068	3367	3401	3530
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Banking/Financial Services/Broking	3475	2847	2956	3325	3105	2821	2613	2390	2353	2954	2767	2703	2968
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Insurance	997	931	1000	1311	1342	1183	970	1110	1006	1299	1692	1055	1091
Industrial Products/Heavy Machinery	1123	1172	1082	1130	1162	1078	1044	913	1004	978	1106	1038	1126
Pharma/Biotech/Clinical Research	2006	2321	1955	1930	1852	1812	1702	1674	1620	1950	2040	1953	2233
Hotels/Restaurants/Airlines/Travel	2712	2650	2356	2252	2307	2374	2230	2268	2132	2300	2547	2359	2441
FMCG/Foods/Beverage	1962	1901	1792	1862	1890	1790	1817	1802	1775	1949	2048	2024	2171
Chemicals/PetroChemical/Plastic/Rubber	1185	1148	1076	1150	1129	1255	1087	1153	1098	1297	1349	1176	1487
Education/Teaching/Training	4157	3817	3523	3615	3570	3577	3291	3335	3556	3778	4099	4110	4002
IT-Hardware & Networking	986	1199	1117	1329	1048	1121	1030	1035	1026	1239	1199	1133	1408
Retailing	1603	1737	1550	1666	1727	1767	1633	1553	1514	1795	1882	2270	1754
Media/Dotcom/Entertainment	1149	1101	1083	1150	1114	1150	1061	1050	1086	1167	1193	1167	1252
Medical/Healthcare/Hospital	4846	4746	4648	4686	5220	5093	5008	6442	4968	4994	5440	5057	5505
Real Estate/Property	2140	2225	2418	2597	2483	2582	2411	2168	2114	2231	2529	2340	2502
Recruitment/Employment Firm	4035	3980	3479	3420	3415	3842	3635	3385	4248	3841	4296	4533	3711
Consumer Durables	1382	1265	1174	1018	1179	1127	977	974	1058	1148	1277	1209	1260
Accounting/Taxation/Finance	2891	2679	2433	2613	2989	2587	2684	2705	2732	2508	2981	3093	3587
Advertising/PR/MR/Events	2973	3052	2659	2862	3001	3048	2976	2697	2740	2956	3742	3460	3422
Textiles/Garments/Accessories	2414	2377	2142	2162	2097	2328	2056	1956	2088	2276	2320	2219	2383
Semiconductors/Electronics	1617	1810	1373	1537	2206	1343	1761	1489	1214	1318	1267	1596	1501
Courier/Transportation/Freight	1947	1923	1976	1910	2103	1924	1743	1897	1815	1963	2101	1900	2530
Architecture/Interior Designing	1993	2053	1830	1541	1782	2016	1500	1733	1843	1923	2062	1776	2147
Export/Import	1125	1260	1210	1189	1297	1222	1100	1210	1274	1317	1424	1189	1394
Printing/Packaging	1382	1616	1240	1415	1341	1584	1421	1330	1204	1520	1485	1338	1422

# ANNEXURE FUNCTIONAL AREA

Functional*	Apr-18	May-18	Jun-18	July-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19
IT-Software	2502	2400	2388	2523	2557	2554	2699	2713	2511	2948	3153	3239	3335
Sales / BD	2488	2535	2428	2504	2556	2483	2227	2275	2238	2569	2775	2560	2720
ITES / BPO / KPO / Customer Service	2723	2691	2766	2488	2851	2618	2704	2486	2177	2611	2799	2876	2865
Production / Maintenance / Quality	1455	1463	1372	1475	1506	1509	1348	1291	1397	1379	1410	1392	1483
Accounts / Finance / Tax / CS / Audit	1710	1553	1504	1468	1583	1441	1453	1439	1310	1453	1552	1522	1764
HR / Administration / IR	1978	2033	1950	1981	2057	2084	2030	2061	2006	2329	2411	2239	2527
Site Engineering / Project Management	630	635	660	646	673	666	731	719	682	648	740	675	793
Marketing / Advertising / MR / PR	1584	1678	1604	1600	1596	1717	1536	1468	1480	1702	1880	1875	1769
Banking / Insurance	1662	1479	1394	1694	1627	1454	1310	1217	1267	1485	1493	1444	1294
Engineering Design / R&D	947	967	987	977	996	943	899	930	926	1001	1089	983	1125
Purchase / Logistics / Supply Chain	1223	1250	1180	1149	1235	1207	1193	1166	1169	1205	1297	1195	1354
Secretary / Front Office / Data Entry	1039	1005	963	979	1047	1004	982	1159	1077	1082	1284	1422	1218
IT- Hardware / Telecom / Technical Staff	1355	1428	1475	1417	1362	1407	1312	1287	1384	1425	1497	1574	1623
Teaching / Education	4350	3854	3647	3578	3375	3202	2957	3221	3345	3827	4566	4316	3848
Pharma / Biotech / Healthcare / Medical	5171	5058	4839	4916	5585	5142	5090	5724	5070	5039	5415	5211	5711
Hotels / Restaurants	2958	2538	2300	2467	2521	3248	2688	2767	2589	2630	3198	2889	2776
Top Management	868	873	1028	900	908	900	851	882	896	979	1082	1139	1030
Architecture / Interior Design	1228	1452	1243	1143	1131	1287	1491	1486	1402	1395	1313	1265	1560
Export / Import / Merchandising	1396	1385	1174	1336	1345	1293	1161	1140	1324	1388	1513	1490	1309
Corporate Planning / Consulting	1681	1536	1587	1581	1608	1718	1753	1821	2068	1926	1861	1923	1924
Legal	1752	2025	1846	1940	1953	1995	1884	1875	1711	2191	2131	2091	2407
Web / Graphic Design / Visualiser	3185	3318	3010	3315	3212	3549	3196	3270	3124	3792	4216	4043	3977
Content / Journalism	2835	2830	2835	3098	2783	2888	2791	2575	2476	2938	3189	3078	3298
Ticketing / Travel / Airlines	4903	5171	4457	4265	3802	3553	3349	3439	3486	4523	3504	3365	4462
Fashion / Garments / Merchandising	1476	1685	1416	1597	1761	1723	1504	1639	1732	1732	1743	2122	1916
Guards / Security Services	1275	1816	1223	1255	1490	2087	1020	991	1296	2112	1367	1908	2287
TV / Films / Production	1366	1388	1063	1355	1502	1502	1322	1366	1322	1926	2060	1992	1990
Packaging	1331	1905	1255	1306	1433	1293	1088	1574	1560	1469	1525	2013	1986

# ANNEXURE CITIES

Cities*	Apr-18	May-18	Jun-18	July-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19
Delhi / NCR	2,337	2,316	2,272	2,265	2272	2264	2215	2135	2076	2298	2427	2440	2651
Mumbai	1,841	1,826	1,707	1,719	1850	1742	1808	1723	1656	1850	2286	1879	2037
Bengaluru / Bangalore	2,271	2,125	2,166	2,223	2261	2190	2357	2358	2122	2538	2679	2662	2788
Chennai	1,736	1,738	1,710	1,812	1818	1822	1809	1811	1602	1824	2183	1978	1957
Hyderabad / Secunderabad	2,261	2,360	2,305	2,252	2315	2249	2236	2420	2019	2497	2656	2693	2684
Pune	2,591	2,487	2,297	2,487	2583	2519	2671	2489	2379	2701	3121	2934	2874
Kolkata	2,220	2,499	2,398	2,348	2275	2307	2311	2387	2322	2521	3071	2682	2718
Ahmedabad	2,844	3,266	2,893	3,008	2916	2929	2771	2765	2892	3382	4132	3714	3565
Chandigarh	1,714	1,880	1,889	2,088	1911	2190	1925	1688	1781	1846	2114	1967	1940
Ernakulam / Kochi / Cochin	3,046	3,309	3,141	3,244	2561	3319	3253	3386	3253	3650	3846	3524	3442
Vadodara / Baroda	2,514	2,545	2,972	2,585	2534	2381	2427	2273	2858	2826	3605	2961	3304
Coimbatore	2,209	2,201	2,181	2,162	2250	2123	2193	2372	2185	2444	3007	2619	2550
Jaipur	3,638	3,503	3,572	3,718	3692	4275	3681	3068	3752	3876	4526	4398	3877